

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

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Employers Aim to Bust Contract Time for Rank & File Action

Some 600 companies still haven't signed the National Master Freight Agreement, while others who signed are already defying it. In some areas officials are in a hurry to sign away even more jobs and conditions, while elsewhere the union has tried to stop sell-outs.

The situation surrounding the two-month old NMFA is a confused mess. And while some employers are clearly out to bust the contract, the union has no plan to save it.

One thing is clear. The promise by Roy Williams that the contract would save jobs and bring stability to the industry was empty. TDU's warning that showing nothing but weakness to the employers would lead to a break down in the contract has already been proven right.

Now is a time for taking stock and taking action. First take a look at what's happening in the bargaining and in the union:

* *Hundreds of Carriers* have not signed the NMFA, nearly three months after it was finalized by the union and TMI

* *Chicago.* Teamsters nationally had hoped that the Chicago freight locals (which bargain independently) would go for a better package. But Local 705, representing the city drivers, actually signed a *worse contract* which gives up the 47c raise due from the last contract, until April 1, 1985 (a loss of about \$3000 per member). Local 710 (dock and office) signed a contract similar to the NMFA. 705 and 710 did not even present a united stand to the employers.

* *Bigger sellouts* are threatened in some areas. *Ohio* International Vice President Jackie Presser proposed in March to put together a special *rider* that would cut wages \$1.05 below the concessions already given, plus give away sick days and other fringes and conditions! He went ahead and signed such an agreement at *CCC Highway*. Fortunately, some IBT officials are opposing Presser's ultra-give-away stand.

* At some carriers deals have been stopped by *rank and file action*. At Ohio-based *B & L Motor Freight*, a proposed switch to the 'special commodity' rider was stopped by a strong membership vote. At Ohio-Penna based *Warner & Smith*, some members vigorously protested to the IBT the signing of a "Warner & Smith rider" to the NMFA cutting wages 20%, and Williams did stop the deal, with the mail ballots never counted. At *Time DC*, the largest company to refuse to sign the freight agreement, the union struck on April 1 after the company issued an ultimatum to either take a very substandard deal or they would close up. At this time it is likely they will not reopen, and reportedly well before the strike they drained funds from the company to a holding company in preparation for bankruptcy.

* In *California*, a major group of carriers are holding out, including Delta, Cal Motor Express, Crescent, Willig, Disalvo, and others. Gene Shepherd of the Western Conference is conducting the bargaining, and showing no backbone about bringing



UPSers Attend Contract Meetings

This busload of members from Louisville, Ky., Local 89 attended a rank & file contract meeting in Columbus, Ohio on April 18. The message from the meeting was clear: The kind of contract we get depends on us. The time to organize is now. For more news of UPS contract and organizing, see pages 4 & 5.

them under the NMFA. Many California members, and some local officers as well, are upset over this failure to set any clear deadline to bring them into line.

* In response to this union display of weakness, some carriers that already signed the agreement are already demanding *more relief*! In *Michigan* and *Ohio* the carriers refused — for a few days — to pay the 47c raise, citing the union's "confusion" over the contract. They did finally pay, after making their point and meeting resistance. On April 14, Detroit Local 299 voted unanimously to give a 72 hour *strike notice* to any company not paying the increase.

* Also in response to weakness and confusion, some carriers have again gone to individual employees for concessions, illegally in violation of the National Labor Relations Act and Article 6 of the contract. *Spector Red Ball* is the largest, and the union has looked the other way. At some carriers, though, such deals have been stopped. Michigan-based Jones Transfer, for example.

With Spector getting 15% from most employees, other big companies want the gravy train. *Branch Motor* has now demanded that the union sign a 15%-cut rider to the NMFA

The major trends show that the employers are taking advantage of the weakness of top Teamster officials and are aiming to bust up the master contracts altogether.

The union has no clear plan to counter this. Some locals and areas are trying to preserve the contract, some are busy undercutting it. The sellout has spread like cancer, far beyond the freight contract. The carhaul contract has been signed and is just as bad, in an industry that is 100% union, so what could be the excuse for it? The same deal is running through tank-haul, and the contracts there are coming up. It's creeping into warehouse contracts and every other Teamster field.

General Executive Board Meets

As we go to press, the IBT General Executive Board has just finished meeting. The word from that meeting is that "we will hold the line" and that Presser got no support for his ultra-give-away position. But what action will be taken? What plan will start to turn things around?

A Plan of Our Own

The employers have a plan, and our union needs one. Here are some ideas that we think make up the beginning of a positive plan. Some of these require

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LETTERS

UPSers Getting Active

Dear TDU,

First, let me thank you for sending me the bundle of "TDU Contract Bulletins." At this time I have not received all the signed petitions but I wanted to get this batch to you. Hopefully you'll be receiving more real soon. 100% of our part-time "pre-loaders" have signed on these and about 95% of the drivers. Still out are our reloader and feeder drivers.

I gave some of the bulletins to a feeder driver to circulate in Denver. Hopefully there will be some more support from there. He had said he'd seen a few of the papers up there.

The check enclosed is only the contribution of a couple of drivers. It's not much but we are planning to take up a collection and also hopefully we will have some membership fees coming your way.

'Worst Contract in 34 Years'

Dear TDU,

Sorry I was late with my dues so here is an extra \$5 for you.

There were a lot of Teamsters who didn't get their ballot or the contract to vote on. Also, some didn't get them in time to vote. Is there anything that can be done about the contract to get it rejected? Court action or anything? I would be willing to help pay a lawyer if there is.

Also, we should be able to vote at our own union hall not by mail. I have been a Teamster for over 34 years and drive for C.F. out of St. Louis and I have never seen or heard of a contract like we got now. We have no say with Roy Williams' big raise and \$225.00 per year and his 100% cost of living clause. It's not right. It is our money and we have no say about it.

Fraternally,

Charles E. Moran
Local 600
Cottage Hills, Ill.

'Bring Union Back to Us'

Dear TDU,

The most important issue to focus on is the original issue: 'Bring the union back to the members.' I, along with other members, have this feeling of powerlessness when it comes to having my problems dealt with by union officials, from BA's up to the presidency.

(A similar feeling as with our government.)

Fraternally,

Gerald F. Singels
Local 287
San Jose, Cal.

I will distribute further bulletins. We thought to save on printing costs, 30 copies would be sufficient and we will read them and pass them on to someone else.

Fraternally,

John E. Swiech
Local 17
Colorado Springs, Col.

New Contract: A Horrible Blow

Dear TDU,

In the sixties, Local Unions were coerced into giving up their local autonomy for the NMFA, thinking everyone would have the same conditions and thus eliminating most of the change of operations and get more job security.

But instead the International lets one Local compete against the other worse than ever. On March 1st, Judas dealt a horrible blow to all Teamster members. Article 6 will give the companies anything they desire.

I hope on April Fools Day the Independent Locals in Chicago tell R.L.W. where to stick his so-called "good deal."

Fraternally,

Delmar E. Bequette
Local 600
Edwardsville, Ill.

Proud to Be in TDU

Dear TDU,

I believe TDU should continue its work in educating the rank and file. By making Teamsters aware of the problems we're facing, we'll eventually unite us all in our efforts to win back our union. I'm proud to be a member of Teamsters for a Democratic Union.

Fraternally,

Steven Dias
Local 384
Schwenksville, PA

CONVOY DISPATCH

I want a bundle subscription to **Convoy Dispatch** each month.

100-\$9 ☐ 20-\$4 ☐
50-\$5 ☐ 10-\$3 ☐

Name _____

Address _____

City _____ State _____

Local _____ Zip _____

Mail to the address on the front of **Convoy Dispatch**.

Moves Hurt Families

Dear TDU,

I sure wish there could be something done about these companies always moving you. American Freight moved us here to Wichita, Kansas 4½ years ago with a promise of work.

Now we hear they are having a change in March to move us again. We have moved from Chicago to Tulsa then to Lebanon, Mo. to Wichita. What a beating the family takes and

the driver even more. I could almost write a book on moving and you can't get any help. I have tried.

We hardly get unpacked.

Fraternally,

Mrs. Harold Murray
Local 795
Udall, Kan.

Contract Takes Us Back 25 Years

Dear TDU,

Please focus on how and why we were sold out by our union officials on our new contract. This contract takes us back at least 25 years. I know because I have 27 years pension credits. This is the worst sellout I can recall.

Fraternally,

Cecil P. Waid
Local 135
Indianapolis, Ind.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of **PROD** and **TDU**.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Eileen Janadla, (Local 337)
Konstantine Petros, Local 20

Mike Belzer, Local 705

Keith Gallagher, Local 229
Frank Greco, Local 478
Bob Kinnunen, Local 705
Gary Lazarowski, Local 407
Mel Packer, Local 800
Juana Retamozo, Local 912
John Torbet, Local 468

Alternates:

Jan Sunoo, Local 278
Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

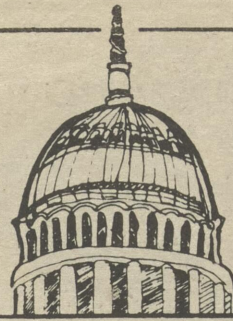
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707



3 Pensions For B.A.s

How many pensions does your BA get when he retires? If you are in a local in the Western, Southern or Eastern Conference, the answer is — at least 3!

Here is how many BA's and local officers are set up after retirement:

(1) First, they can retire on a pension from the generous *Teamsters Affiliates Plan*, funded from our per capita dues paid to the International. The Affiliates Plan covers every officer and BA from every local in the union. A big chunk of our International's share of our dues money goes into this fund — over 30% in 1980. If your officer or BA worked 15 years at \$40,000 a year, he could retire at age 57 on \$15,000 a year (1,250 a month) from this plan alone.

(2) Next, your BA qualifies for the top pension from the same Teamster pension fund you are in, like the best IBT contracts provide for working Teamsters.

(3) Third, the Western, Southern and Eastern Area Conferences each have their own pension plans covering all local officers and BA's of locals affiliated with the Conference. For example, under the Western States Teamsters Representatives Retirement Plan any BA of a local union or employee of the Joint Council, or the Conference itself is eligible for a monthly benefit of \$270 if he retires now after 20 years of service. This plan is funded from the per capita dues paid to the Western Conference.

Don't forget that any officials who are also on the payroll of the International qualify for still another pension — the Teamsters International Retirement and Family Protection Plan.

Of course, our officers deserve a pension. But isn't three (or more!) separate pensions a little excessive? In a typical year, at least \$27 million of the total per capita dues paid to the International and Conferences goes to pensions for officials. Wouldn't some of these millions paid for that third (or fourth) pension plan be better spent on organizing the unorganized?

Local 29 Smith's Drivers File Suit On Change of Operations Fiasco

On April 16, road drivers at Smith's Transfer's home terminal in Staunton, Virginia filed suit in federal court against their employer and against Local 29. The suit alleges that Smith's violated the terms of a 1977 change of operations and that Local 29 failed to represent them.

At issue are jobs and seniority. According to the suit, Smith's has been diverting work away from the Staunton terminal, causing layoffs of senior drivers while new drivers were hired at other terminals to do the work.

There are currently about 200 drivers working, despite a promise in the change of operations agreement that 415 jobs would be maintained.

For some time, drivers at the terminal have complained to their local union about the situation, but got no response except "nothing can be done." A well-documented grievance was filed by 85 drivers, but was dumped by the Virginia State Committee in March, after the local union did nothing to help back it up by investigating Smith's dispatch records to prove the case.

TDU Chapter Formed

A TDU chapter recently formed in the area to deal with problems such as this. Recently, TDU members have been active in getting the local officers

to recognize members' rights, such as providing them with copies of the local bylaws, and allowing an election for steward. It was the TDU chapter that spearheaded the effort to pursue this grievance and file suit.

"It's becoming more common for carriers to divert work without even filing for a change," said Ken Paff, TDU Organizer. "They don't want to respect seniority or pay the moving expenses. That's why this suit is important to more than just Smith's Transfer drivers. We want to slow down and stop this practice that throws people out of work and disrupts families."

Bill Threatens Pension Protection

The Senate Subcommittee on Labor held hearings on March 17th on the Multiemployer Pension Plan Stabilization Act of 1981—a bill which could deprive millions of workers of crucial protections for their pensions.

TDU submitted written comments to the Subcommittee strongly opposing the bill. The AFL-CIO's National Coordinating Committee for Multiemployer Plans, which was represented by Robert Georgine of the Building Trades Council, testified against the bill as well.

At issue in the hearings are the "pension withdrawal liability" provisions of the ERISA Act. These provisions require that any employers which withdraw from a multiemployer plan must make a payment to the plan to ensure the plan's solvency and continued ability to meet benefit obligations.

The employers have argued that these provisions disrupt business prac-

tices by preventing relocation involving a change in pension plans. They also argue that it makes it too difficult to go non-union, or even to go out of business, because of the high cost of covering unfunded pension liabilities.

But without the "pension withdrawal liability", millions of workers could lose their pensions. In 1972, for instance, before the ERISA protections were in effect, thousands of workers lost every cent of their pensions because their plans terminated with insufficient assets to meet all plan obligations.

Representatives of the Teamster plans, including Central States and Western Conference, testified in partial support of the bill, which was proposed by anti-union Sen. Orrin Hatch of Utah. They argued for major reductions in the withdrawal liability and for eased provisions for exemptions from the liability.

TDU and the AFL-CIO argued that

adequate provisions exist in the current law for making exceptions to the withdrawal liability when needed. Georgine said many employers haven't even tried to get administrative relief, and this system should be tried before all the legal pension provisions are scrapped.

NLRB Complaint

Carolina Hit on Logs Discipline

The National Labor Relations Board (NLRB) has issued a complaint against Carolina Freight Carriers Corporation for disciplining a driver because he completed his log book in compliance with Bureau of Motor Carrier Safety (BMCS) regulations.

The NLRB complaint states that Carolina "restrained and coerced" TDU member and Local 557 Steward Lou Reuter because he was complying with the BMCS regulations. Reuter had logged as "on duty not driving" the ¼ hour it took to conduct a safety check, finish one log and start another. Reuter had also logged lunch breaks as "on duty not driving" because a company memo required him to "maintain visual eye contact" with the vehicle at all times during the break.

Reuter states that he and at least one other driver supplied Carolina with a letter from the BMCS expressing their opinion that he was complying with the regulations as long as it took him at least eight minutes to complete the inspection and update the logs. Reuter says that he was prompted to go to the NLRB because Carolina ignored the letter and refused to clarify their position on the matter.

The NLRB has scheduled a hearing for August 18, 1982 before an administrative law judge.

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____.

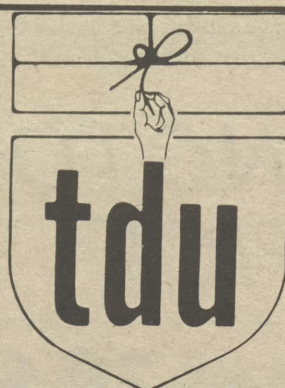
name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

CONTRACT BULLETIN



#2
April 22, 1982

Published by
the UPS/TDU
Contract Committee

Contract Extended: Time to Act is Now!

UPS and the International Union have agreed to extend the current contract beyond the April 30 expiration date if a new contract has not been negotiated by then.

This message came across the IBT's Titan computer system on April 14. The message from the International to the local officers read in part:

"An understanding has been reached to extend the current agreement beyond the expiration date and, in return, UPS has agreed to retroactivity to May 1, 1982. It was further agreed to give UPS a five day notice prior to engaging in any economic recourse."

The International also reported that "substantial progress has been made on non-economic items," but that very little negotiation has taken place on economic proposals. Negotiations are

set to resume April 20 in Washington.

The slow down in negotiations means it's more important than ever to do what we can to force the International to negotiate a good contract. Our action now can mean a difference of thousands of dollars for us over the life of this contract.

Meanwhile, the officials have imposed a "news blackout". Who are they trying to keep in the dark? The company and the union officials know what's going on. The only ones blacked out are rank and file UPS Teamsters. Think about it.

TDU believes an informed membership makes for a stronger union. Demand information from your local unions. And demand a decent contract. UPS can certainly afford one.

UPS to Part-timers: 'Drop Dead'

TDU has learned from reliable sources in the Eastern Conference that UPS is making some outrageous proposals regarding part-timers.

UPS wants to pay newly-hired part-timers \$7.50 an hour, with no increases over the life of the contract. Of that \$7.50, \$1.00 would go into a special fund. When that fund accumulates \$4,000 — or when the part-timer reaches four years seniority — he or she would have to quit, and the withheld money would then be returned.

And if this unbelievable scheme weren't bad enough, these new hires would get no benefits: no sick time, no vacation and no health and welfare.

The International rejected this pro-

"Driver Release" Plan:

'Speed Up' by Any Other Name

UPS recently added a new procedure to its bag of tricks — the *driver release* program. Under this plan, which is designed to keep package car drivers moving faster than ever, drivers in certain residential areas can now leave packages without obtaining the consignee's signature.

Under the *driver release* program, consignees lose the right of refusal and the right to inspect visually for damage. This leaves the drivers in a compromising situation. Since claims against these dumped packages can and will come back against the driver,

positional in the Master, but has kept open the chance that this language will be accepted in some areas by letting locals negotiate on these proposals in the Supplements. UPS may even try to win this one by throwing currently working part-timers a bone, such as increased hours.

Beware! This proposal would create a second class group. It will hurt not only new hires, but all of us. If you work beside someone making half your salary, who do you think the company will try to get rid of?

TDU has also heard that UPS has proposed a lower new hires rate for all workers, which means that new hires would have to work for *three years* to reach full rate. Watch out!

he or she is left open to the possibility of paying for damaged or stolen packages.

And a driver may even be accused of stealing the package — which would be grounds for termination.

Moreover, this program certainly won't make your job any more secure. The *driver release* plan will reduce the number of hours worked by drivers, and will eventually result in job consolidation and layoffs.

The Western Conference has proposed language to protect drivers under the *driver release* plan. See article on union proposals for details.

UPS Expansion 1969-1981

	Operating Revenue	Net Profit After Taxes	Delivery Volume	Operating Ratio %
1969	\$548,500,000	\$31,900,000	500,000,000	
1976	1,719,926,000	23,339,000*	950,000,000	97.9
1977	2,354,265,000	81,487,000	1,178,000,000	93.7
1978	2,817,226,000	76,149,000	1,309,000,000	95.1
1979	3,359,006,000	83,213,000	1,437,000,000	95.5
1980	4,025,169,000	188,669,000	1,495,000,000	91.8
1981	4,748,294,000	327,780,000	1,584,700,000	89.3

* Two major strikes occurred

All figures are from either Security Exchange Commission Report, 1981, or past UPS Annual Reports to Shareholders.

The operating ratio is the ratio of operating expenses to operating revenues. For example, in 1980, UPS' operating ratio of 91.8 means that for every dollar of the company's operating revenue, operating expenses were 91.8 cents, leaving 8.2 cents, i.e. 8.2% profit on sales.

The operating ratio for UPS has improved dramatically since 1976. The average operating ratio for the trucking industry in 1980 was 95.8.

1981 UPS Profits Soar to 327 Million

Despite the worst recession since World War II, UPS' profits soared to \$327,780,000 in fiscal year 1981, by far the highest in the company's history.

This represents a 74% increase over 1980 net profits, and an incredible 294% increase over the last two years. It's hard to imagine how profitable UPS might become when economic conditions improve.

Total delivery income, or gross revenues, rose in 1981 by 18% to \$4,748,244,000, on an increase in delivery volume of 6%. Over the last three years, delivery volume has increased 16.5%, while the total number of employees has increased only 8.6%. We all know who's delivering those extra packages.

According to the annual report filed by UPS with the U.S. Securities and Exchange Commission (SEC), from which these figures are taken, every aspect of UPS' financial position looks strong.

For example, unlike most trucking companies, UPS has a very small long-term debt (payable after one year). In 1981, the ratio of debt to the total net worth of the company, called the debt/shareholder's equity ratio, was a mere .7% (\$6 million in debt/\$878.5 million in shareholders' equity). By comparison, the debt/shareholders' equity ratio for the whole trucking industry was 54.7% in 1980.

Thus UPS has been able to expand its operations without borrowing any money or paying high interest rates. The company purchased \$19 million worth of airplanes and moved into the truck leasing business in 1981, all with internal funds. In fact, the pool of money available for UPS' future expansion — called working capital — increased in 1981 by \$167,765,000.

Meanwhile, as UPS workers' wages have remained the same since the 49c COLA payment in May, 1981, shareholders' dividends have more than doubled from 81c in 1980 to \$1.65 per share in 1981. UPS paid its stockholders (who are all present or past supervisors and managers) a total of \$66,213,000 in dividends last year. Jim Casey made over \$2,000,000 last year in dividends only.

It's clear from these facts and figures that whatever the justifications for making concessions in the Master Freight Agreement, they certainly don't apply to UPS. So when your center manager comes to you with his multi-colored pie chart, pleading poverty and crying about how UPS has to keep its costs down — try to keep your hand from reaching into your pocket to help UPS through the rough times they're having.

If you would like a partial copy of the SEC report on UPS' earnings, send \$1.00 to UPS Report, TDU, Box 10128, Detroit, MI 48210.

Contract Meetings Building Unity

"Don't vote yes on the first contract proposal because you can be sure UPS will have more to give. Even if by voting 'no' we would only get one more holiday a year, that would be worth it."

—Vince Meredith, Chief Steward
UPS, Louisville, Ky., Local 89

Vince Meredith spoke at a meeting of UPSers from locals around Ohio and Kentucky in Columbus, Ohio on April 18. But his remarks summed up the spirit of the entire campaign of the UPS/TDU Contract Committee.

That campaign has been about fighting for a decent contract in 1982.

But it has also been about building the unity and determination of UPSers beyond the contract.

These have been the themes of not just the Columbus meeting, but meetings attended by hundreds of UPSers in other places: Philadelphia, Chicago, Cleveland, Watsonville, Cal., Oshkosh, Wisc., Richmond, Ind., Keene, N.H., Worcester, Mass., Portland, Maine, Trexlertown, Pa., and Detroit, Michigan.

UPS Backs Down on Distribution Harassment

UPS in Lewiston, Maine, relented on the no distribution rule imposed upon George Greenwood, package car driver in Local 340. George distributed UPS Contract Bulletins in non-work areas on non-work time. UPS tried to prohibit George's right to do this.

He filed charges with the National Labor Relations Board. Very promptly, and without going to trial, UPS settled and posted a notice saying they would not interfere with George's absolute right to possess and distribute these materials.

In Indianapolis, Richard Ashley, part-timer from Local 710, also filed charges against UPS for interfering with his and others right to distribute the UPS Contract Petitions. Again, UPS settled prior to trial and posted a

notice stating their intent to comply with Article 7 of the National Labor Relations Act.

You have an absolute right under federal labor law to possess and distribute materials related to the company, union, or working conditions such as TDU material. You also have a right to post such material on an *all-purpose* bulletin board, one that would have announcements like for example, a car for sale, etc.

Don't let UPS use a notice posted about a "no solicitation rule" to prevent you from using your legal rights. If you are harassed by an employer or union agent, call TDU at 313-842-2600. We can provide legal advice and aid.

And it will be the theme of meetings scheduled in future weeks in Rock Falls, Ill., Beckley, W.Va., and Charlotte, N. Carolina.

One idea presented by Cleveland UPSers at their meeting was to have individual UPSers, groups, and stewards send mailgrams to the negotiating committee demanding a decent contract.

The mailgram should convey commitment to reject anything less than a good contract. See the sample message below.

A 50 word Western Union mailgram costs \$3.90, including address, message and signature. It can be billed to your home phone.

IBT/UPS Negotiating Committee
25 Louisiana Ave. NW
Washington, D.C. 20001

We will reject this contract unless it guarantees:

- Protection on production standards
- Innocent until proven guilty
- All new fulltime jobs to part-timers
- 4 hour guarantee for part-timers
- Full cost of living protection



Vince Meredith, Local 89, Louisville, Ky. speaking at the TDU/UPS meeting in Columbus, Ohio.

W. Conference Proposals

The TDU/UPS Committee has obtained a copy of the Western Conference Supplement proposals. Here are some of the good ones we think are important:

* "All time studies will be performed by an independent outside organization." (J.C. #3 Rider)

* "No driver will be held responsible for any loss or damage resulting from 'Driver Release Program'." (New Article, W. Conf. Area Agreement)

* "There shall be no Incentive Plan implemented by UPS, Inc." (J.C. #28, New Article)

* "Company planned day shall be no more than 8.6 hours." (New Section, Metro L.A.)

* "10% shift differential for other than day shift." (Art. 29, Sec. 9, JC 38 and 7 rider).

The March issue of *Convoy Dispatch* detailed the Master and Central States proposals. They included:

* Improved part-time language—5 hour guarantee, all new fulltime jobs to part-timers, seniority rights, i.e., bidding and shift bumping.

* Double time after 10 hours or after 6 pm for package car drivers.

* Leave of absence for union officers.

Of course, these are only proposals. Without rank and file pressure our officials often get amnesia when the contract is actually negotiated.

Can You Take 25% Cut?

"I make enough right now."

Some of us might agree with this sentiment, at least the fulltimers. But can you afford a 25% cut in your family's standard of living resulting from a wage freeze and a double cut in the COLA? \$

Sounds impossible? Well, it should be, but it isn't. A wage freeze at UPS has been discussed by some officials. And so has a double cut in the cost-of-living clause.

Here's how it would work. First, the COLA would be cut to annual instead

of bi-annual. This means later payments, and only two years coverage. And more important, diversion of our cost of living money to the pension and health and welfare funds, so that we could be paying our own benefit increases for the first time. This would eat up most of our COLA, leaving us with a virtual freeze for three years.

We're not asking for a big raise. Just a modest raise and an improved COLA. We have the right to keep up with inflation—and UPS can afford it.

GET INVOLVED!

- ☐ I will distribute UPS Contract Bulletins. Please send _____ copies.
- ☐ I wish to contribute \$_____ toward the contract fight in order to be on the contract mailing list and to insure wide distribution of the contract bulletins.
- ☐ I would like to have a meeting in my area.

(Use the form below.)

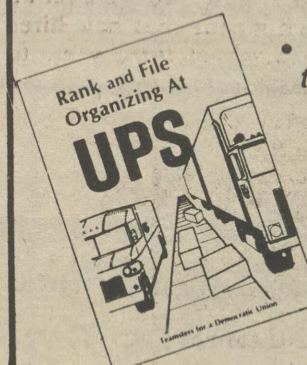
JOIN TDU NOW!

Name _____ Local Union# _____
Address _____
City _____ State/Prov. _____ Zip _____
Phone _____ Company _____
Package Driver ☐ Feeder ☐ Warehouse ☐ Other ☐
☐ \$20 membership fee—for one year's membership & subscription to *Convoy Dispatch*.
☐ \$25 optional membership fee. (\$5 of this will be rebated to the local chapter.)
☐ \$10 annual dues for spouses, retirees and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)

TDU introduces new UPS pamphlet —

Rank and File Organizing at UPS



- How did a small messenger service grow into the largest trucking company in the U.S.?
- Who owns and controls this giant?
- Why has the union allowed conditions to deteriorate?
- Most important: how can we fight the Big Brown Machine and win?

This pamphlet about UPS and organizing at UPS costs \$2.50 for single copies. (\$1.50 a piece for orders of 5 or more.)

Please send me _____ copies of Rank and File Organizing at UPS. I am enclosing a total of \$_____.

Name _____ Local _____
Address _____
City _____ State _____ Zip _____

Send to: TDU, Box 10128, Detroit MI 48210

B & L Drivers' Unity Beats Percentage

On April 19, the ballots were counted at the Ohio Conference headquarters and B & L Motor Freight drivers voted 131-20 to reject the company's 'final offer' of taking the Special Commodity and Truckload (percentage) rider.

It was rank and file unity that did it, not union leadership. One week earlier 70 drivers met in Newark, Ohio at a TDU meeting to plan strategy, build unity and get a report from their attorney.

The Newark-based drivers have been meeting for some time, have formed a TDU Chapter, and had several Indiana drivers as well at their latest meeting.

This kind of organization and unity won the battle. The drivers also organized to ensure a fair count. Local 637 steward Jack Hedges and a fellow driver, Jim Reid, went to the ballot

counting as observers along with their local president. The contract covers the B & L drivers in Ohio, Indiana, and a smaller number in other midwest states.

The drivers are happy with their victory but not resting on their laurels. They now have to get the miles-and-hours contract, and get it enforced.

B & L has acted in bad faith already by illegally putting the drivers onto the percentage rider on March 1, and therefore short-paying them for almost two months already. The drivers plan to recover their lost wages, with NLRB charges if necessary.

Also, work has been consistently diverted for some time to non-union divisions and to fictitious seniority boards.

"We won by a good margin. It's a good boost to our efforts and should increase our support," was how one TDUer summed it up.

Saving the NMFA

continued from page 1

the International to take action, but they can be started right at the grassroots — in the locals and barns. And there is no time to lose.

* A clear *deadline* should be given to the hold-out companies that are out to destroy the NMFA. Without any strike deadline, they can defy the union forever and some will. Any company-by-company bargaining will lead to a break-up of the agreement. Teamster officials such as millionaire businessman Jackie Presser of Ohio and Gene Shepherd of California who favor this break-up approach should be effectively countered for they are the front-men for the employers.

At the local level, union locals — as some are already doing — should call for the International to take a strong stand. Where needed, locals should oppose sell-outs, as some locals did in recommending to their members a "no" vote on the carhaul national agreement.

* Locals can give a 72-hour strike notice — under Article 8 — to any company that refuses to comply with contractual wage rates and fringes. Some have taken this stand, but more unity is needed.

* We need to counter at the rank and file level the companies' divide-and-conquer tactics. Some of them are trying to create the anti-union "one big happy family" climate, and fostering the attitude that Teamsters at other companies are the "enemy". Thus it becomes "smart" to give more concessions at "our" company to defeat the "enemy" and to steal business from the "enemy".

Teamsters who believe in unionism should be working to counter this attitude. We stand for the union mottoes of a fair day's work for a fair day's pay, and an injury to one is an injury to all.

* The IBT Constitution has provisions for dealing with officers that sign cut-rate contracts that undercut the union standard. They should be en-

forced.

* Officers who do sign concessions should have to take them themselves. No officer should be allowed to grant a 15% wage cut without taking the same cut, including his three pension plans. Right now officials are signing cuts with impunity. Other unions have this provision, and we should encourage it. Local officers who allow concessions should be put on the spot on this issue.

* In the long run, a positive program of organizing the unorganized in the trucking industry is the key. This too can be started in the locals, but needs national backing, resources and coordination to do the job.

Unionism on Trial

We are facing an all-out challenge from the employers. What we do now will determine whether we survive as a union in the trucking industry.

TDU is committed to working to turn this situation around. We are encouraged that despite the difficult situation, more Teamsters are taking the same stand. The small victories we can win now can help turn more people around, until we have a movement that can't be stopped.

The choice is yours.

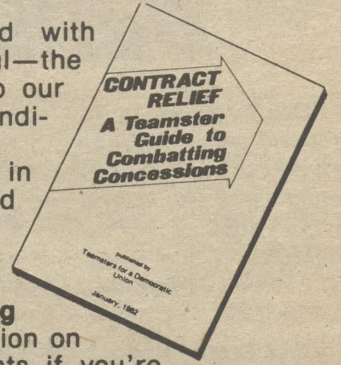
New from TDU!

How to Fight Concessions

Teamsters everywhere are being faced with demands for relief. Freight, grocery, tankhaul — the companies are demanding that we give up our hard-earned wages, benefits and working conditions.

Many people say nothing can be done. But in fact, thousands of Teamsters have stopped paycuts, "loans," and other takeaway deals. How they did it — and how you can do it — is described in a new booklet, **Contract Relief, a Teamster Guide to Combatting Concessions**. It has lots of valuable information on your legal, contractual and organizing rights if you're faced with relief. Get yours before it's too late.

To order: Send \$1.00 to TDU, Box 10128, Detroit, MI, 48210. (50c for orders of 5 or more.) Postage and handling included.



Construction Strike

LA Concessions Fight

Teamsters nationally are being hit with 'concession' agreements, give-aways, and wage freezes, but 2,000 Teamsters in Los Angeles and Orange Counties are two years ahead of them.

Local 420 rock and sand haulers, ready mix drivers and others are on strike right now to get out from under a give-away pact.

In 1980, Local 420, then under Sec. Treas. Oliver Trawick, signed a two year extension to the contract; giving a wage freeze for the materials haulers, and a small increase for the ready mix drivers.

As a result, these Teamsters fell far behind, with inflation eating their wages badly. Teamsters doing similar work in nearby areas now are far ahead of them, with San Diego drivers making some \$3.00 per hour more.

Now they are striking to come back. "Our employers sent us all a letter telling us that inflation has gone down 50% so their offer is fine," one steward told *Convoy Dispatch*. "We all laughed and said we'll tell that to the utility companies and the grocery store."

This is a lesson for all Teamsters. After two years of 'concessions' the members gained nothing. Then they saw their employers come at them with even more take-away demands (for a new hires clause that would last 24 months, etc.) and now have to strike to come back to union standards.

This is also a lesson for Teamster officers. For the Local 420 members also voted Trawick, the man who signed the contract extension, out of office.

UAW Leaders Take Concessions

Regardless of what you think about the concessions recently negotiated by the UAW in its new contract with GM (and 48% of the rank and file voted against them), Teamster officials would do well to follow the example of UAW officials in one respect.

The *Wall Street Journal* reported in early April that UAW President Doug Fraser and the 26 members of the union's executive board voted to make concessions similar to those in the new Ford and GM pacts.

The concessions include deferral of three cost-of-living raises this year, elimination of 3% annual raises this

year and next, and a one-week reduction in vacation time. The officials will also give up a bonus linked to the vacation time.

These concessions by the UAW officials are being made on salaries far more modest than those of the Teamster officials. For 1981, UAW President Doug Fraser earned \$69,000, as opposed to Roy Williams' \$225,000 or Ray Schoessling's \$200,000.

If we have to take concessions, then it's only fair that our officials — who can certainly afford them better than we can — take them as well.



2/3 Rule at Penn Truck Aids

Sellout Imposed Despite 63% No

Drivers for Penn Truck Aids know a bad contract when they see one. On April 12 the votes were counted and 63% had voted against — 182 yes and 312 no. One driver commented, "This contract will cost us \$10,000 a year and that's not even the worst of it."

The company is a labor leasing outfit that hauls for Dupont, Allied Chemical and others. In the past, drivers have followed the freight pattern on wages and fringes. But they now face a 15% cut in mileage and hourly rates; vacations, holidays and sick days paid at \$1 less than this new cut rate; vacation tied to productive hours the previous year, and team drivers kept on the road six days a week.

Drivers in Virginia were particularly

mad because many of them had driven through a blizzard last winter to work out proposals for the new contract. They then heard that when their representative went to negotiations, the union's negotiator slipped the proposals under a stack of papers and said the deal was already settled.

When word of the impending sellout leaked out, TDU members in West Virginia and Virginia made an impressive effort to organize a no vote in the 12 locals involved. Mailings were sent to each steward, meetings were held and the word was spread up and down the road.

With the 63% no vote the Union could easily go back and demand further negotiations. But the Internat-

ional apparently intends to invoke the 2/3's rule and jam this contract down the members' throats.

Dewey Wherry, a driver from West Virginia, summed up the feelings of many members, "How can these officials call themselves Teamsters when they reject the will of 63% of the members?" Wherry feels they were caught off guard this time, but it is only a one year contract. He says, "It won't happen again."

A number of PTA drivers have joined TDU. The rank and file organizing on short notice produced a good response. The drivers say they plan to improve their system-wide communication for the future. They've made a good start.



Pete Gainer, a W. Virginia driver who helped organize against the contract.

Tankhaulers Dump Percentage

Transport Service, a Chicago-based tankhauling company, came to its drivers looking for percentage pay on April 10, but Chicago TDUs were ready with facts and arguments, and the result was a 100% vote against the switch from miles-and-hours pay.

Transport claimed that it had to have percentage pay in order to be competitive, and wrote a letter to Local 705 requesting the change. The Local called the meeting for April 10, and Local 705 Rec.-Sec. Danny Ligurotis, Pres. John Navigato and BA Sam Canino were present to explain why Transport needed the concessions. Some 75 of the 125 drivers were

present.

Before the meeting, Mike Belzer, a Transport driver and member of the TDU National Steering Committee, passed out flyers detailing some 30 different ways the company has been violating the contract. These violations include:

- * Putting drivers on a flat rate of \$119 for a run between Chicago and LaCrosse, Wisc., a 575 mile round trip which is worth about \$240 on miles-and-hours. The company said this was necessary to compete for the business.
- * Using non-union drivers from new Transport terminals in Texas, St. Louis and Indiana to do Chicago work, below union scale, while Chicago drivers are laid off.
- * Violating the "maintenance of standards" provision of the contract by using road drivers to do city work, underpaying for trailer washout time, and many other violations.

The Local 705 officials began the meeting by reading the letter from

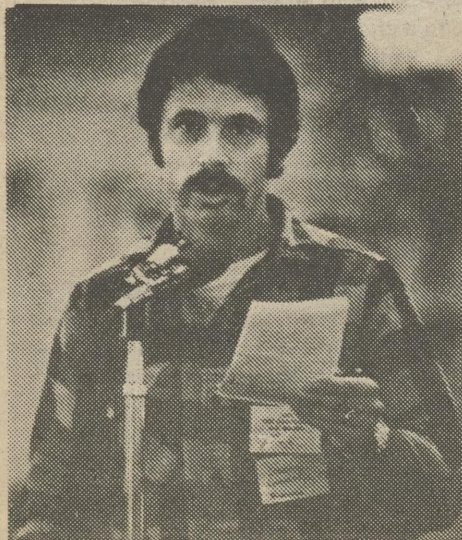
Transport and doing everything short of advising the men to take the paycuts, which Belzer estimated would cost the men up to 50% of their wages. Ligurotis pointed out that Transport's competitors, such as LCL already had percentage pay, which was ironic since it was 705 that gave LCL its percentage agreement over a year ago.

When the officials finally opened the floor to questions, dozens of hands shot up at once. The drivers blasted the company for its violations of the contract, and the local for failing to do anything about it.

"The general message was, 'Let them straighten out their behavior under the current contract before we even start to think about giving them more concessions,'" Belzer said.

When the vote on percentage was finally taken, it was unanimous to reject.

After the meeting, Belzer and another TDU member who works for Transport, handed out the Chicago TDU newspaper, *The Union Builder*. Belzer said people crowded around to take the papers and there was more interest in TDU than ever before.



Chicago TDUer Mike Belzer

Concern on Tank Safety

The problem of tank truck safety was brought vividly into the public's mind on April 7, when a bus collided with a gasoline tanker in the San Francisco Bay Area Caldecott Tunnel, setting off an explosion which killed seven people.

Safety is a problem which tanker drivers have always been well aware of. Now, prompted by recent studies of tank truck accidents, the Federal Highway Administration and the Federal Materials Transportation Bureau of the Department of Transportation are reviewing federal standards for tank truck design to see if they can be built more safely.

The California Highway Patrol and the Institute for Highway Research at Michigan State University studied all 131 California tank truck accidents between February 1980 and January 1981 and concluded that:

- Tank trucks could be built sturdier to minimize pressure on hazardous liquids.
- The trucks were more prone to mechanical failure than other trucks.
- They're more likely to overturn.
- 60% of the tankers contained hazardous materials, causing more deaths by fire and inhalation of fumes. Half of the 22 deaths studied were attributed to fire.
- It takes greater skill to handle a truck containing liquids.

According to the FHA, the design of tanker trucks has changed little in 50

years, except that tanks got bigger as diesel engines became more powerful. One suggestion is to build tankers with a lower center of gravity to increase safety.

In the California tragedy, no determination has been made yet of who was at fault. The tanker driver, a Teamster named Mervyn Lee Metzger, survived by running in the opposite direction out of the tunnel after his truck jackknifed and he saw gas leaking from the overturned rear tanker.

State representatives have already proposed a ban on double gasoline tankers travelling in the State of California and a measure to phase out double tanker gas trucks on the state's highways.

Save the date!
RANK & FILE
CONVENTION
Oct. 30-31
Detroit, MI

"I was ordered to take a truck out in violation of DOT regulations."

"My B.A. told me I'm not entitled to file a grievance."

"The supervisor said it's against the law to distribute papers here."

If these problems sound familiar, then you need to know your legal rights. You need the facts. You need the

Legal Rights Handbook

The 182 pages of the **Legal Rights Handbook** are packed with information that can help you win if you are filing a grievance, running for office, or have been illegally discriminated against. The **Handbook** takes you through the inner workings of the National Labor Relations Board, the courts, OSHA, and the IBT itself. If you are a Teamster—you need this book

\$4.00 each—\$3.00 each on orders of 5 or more

Send me _____ copies of the **Legal Rights Handbook**. I am enclosing a total of \$ _____
name _____ local _____
address _____
city _____ state _____ zip _____

Send to: TDU, Box 10126, Detroit, MI 48210

614 Rerun Ordered

The Department of Labor has ordered another election for the top post in Local 614, Pontiac, Mich. The date for the election has not yet been worked out.

The Local 614 officers' election was held in December 1980. In the ballot count incumbent president John Walker claimed to have a 602 to 601 victory over Pat Woodbeck, candidate of the Membership Power Slate and a member of Teamsters for a Democratic Union.

Protests to the Joint Council and the International Union were denied, but then the U.S. Department of Labor

stepped in. Dept. of Labor officials impounded and recounted the ballots last month. Results: Woodbeck 602 and Walker 601.

The Department of Labor found that the ballots had been miscounted and that, in fact, Woodbeck had won. They also found other complications, including that Woodbeck had allegedly received a contribution from a relative of someone on his slate, an owner-operator who has three trucks, and therefore considered an employer by the Labor Department. The Department then ordered a new election for the top position only.

McLean TDUer Wins at NLRB

An NLRB judge has ordered McLean Trucking to pay over two years back pay (with interest) and fringe benefit contributions, as well as offer a job back to Carl Daniels, a TDU member and dockman fired in October, 1979.

The victory is not finalized, because McLean appealed it, but a decision should be issued soon from Washington. Meanwhile, McLean's financial liability to Daniels is mounting along with 20% interest as well.

Daniels was an active opponent of production standards, which led to his being elected steward for the dock on October 8, 1979. The next day McLean fired him.

Four dockmen testified at the trial in Daniels' defense, citing the company's hostility to Daniels for his grievances and stand against production standards. Now McLean, which is currently losing money, will be forced to pay many thousands of dollars in addition to their legal bills, for their actions.

Before going to the NLRB with TDU's help, Daniels had gone to the grievance procedure where the Ohio state panel ruled against him.

CONTROVERSY

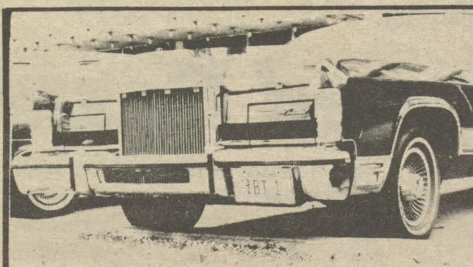
We received this letter in response to our request last month for your opinions on federal efforts to have Local 560 placed under court control.

Dear TDU,

My opinion on the U.S. Attorney's move in Newark, N.J. to place Local 560 in the hands of the court appointed trustees, is just this. It is about time someone takes these corrupt locals on, and does something to protect the membership's interest. And there are a number of them across the country. The IBT will do nothing about correcting the corruption and racketeering going on in many locals. But then how can they? When there are so many of them in the same boat.

Good luck to the U.S. Attorney in Newark, N.J. I only hope that other U.S. Attorneys in other states do the same. God knows the time is now and is needed. I, along with many in the union, hate to see this happen. But it has become necessary.

Fraternally,
Vernon Naimaster
Baltimore, Md.



YOUR DUES PAY FOR THIS?

Dalton Working For Management—Officially. Neil Dalton, who resigned last year as principal officer of Local 486 in Saginaw, Michigan, now has turned up as management consultant. Dalton was convicted last year of embezzling some \$32,600 of the members' dues money. The conviction caused him to resign his posts not only in 486, but as Vice President of Michigan Joint Council 43 and as chairman of the statewide grievance panel.

When Dalton served on the grievance panel, many members felt he acted as if he were in the pay of management. Now he is. At a Local 486 union meeting some months ago, a member asked the new local president if Dalton was working as a labor consultant and the answer was yes. To Neil we say, "Good luck on your new career! We know you can do it because you've worked for management for years."

Our Pensions Pay \$300 an Hour Legal Fees. The Central States Southeast and Southwest Areas Pension Plan has paid as much as \$300 an hour for the legal defense of convicted bribe-taker Allen Dorfman and others, according to a March 28 report by the *Chicago Sun Times*. In a civil suit in California last year, Dorfman was represented by attorney Albert Jenner, Jr. of the firm Jenner and Block, and the fees were \$300 an hour—the same as the average monthly pension paid out by the fund. The *Sun Times* also reported that documents obtained from the pension fund show that the defense of IBT Pres. Roy Williams and two management trustees indicted for bribery will cost Teamster members and retirees up to \$1 million. According to the report, Fund Administrator George Lehr said, "I assure you that we monitor legal fees...we hire the best counsel but we ride herd on those fees."

Williams Trial Reveals Possible Plot to Kill Fitzsimmons. Pre-trial hearings on the bribery charges against Teamster Pres. Roy Williams and four others opened March 22 in Chicago, and it didn't take long before some interesting facts came out. Perhaps the most interesting revelation was of the existence of a possible plot to kill former Teamster President Frank Fitzsimmons, who died of lung cancer on May 6, 1981. Defense attorneys had put FBI Special Agent Peter Wacks on the stand in an effort to prove that the FBI's investigation was too far-reaching and that records of wiretapped conversations would not be permitted as evidence. During his testimony on April 1, Wacks matter-of-factly stated that "the killing of Frank Fitzsimmons" was one of the possible crimes the wiretaps had revealed. Other possible crimes included "loan-sharking", the potential "take-over" of the fund, and the unlawful utilization of gold certificates as bonding collateral for fund trustees. Wacks said that wiretaps had originally been authorized to discover evidence of hidden ownership of Nevada casinos. All told, the FBI accumulated 2,500 reels of tape during the 1979 wiretaps. Williams' trial is now set to begin on May 3.

TDU MEETINGS

Chicago Area TDU
Sunday, May 16 — 1pm
Quality Inn, I-55 and County Line Rd.
Burr Ridge.

Detroit Metro TDU
"Thank God It's Spring" Dinner Dance
Saturday, May 8 — 8pm
3810 Gilbert/Call: 841-8686

Ft. Wayne Area TDU
Saturday, May 8 — 1-5pm
"Your Rights in the Union and on the Job"
Ft. Wayne Main Library, 900 Webster

Indy Area TDU
Saturday, May 1 — 1pm
I-465, Airport Expressway
5860 Fortune Circle Drive

Los Angeles TDU
No May Meeting
Steering Committee meets regularly
For info, call (213) 966-7154; 439-5702;
433-7025.

Milwaukee Area TDU
George Feld Memorial Dance
Saturday, May 22 — 8pm
Gross Yaksh VFW Post
31st and Villard

Nor Cal TDU
Sunday, May 23
Tom Lovely's Restaurant
336 Grand Ave., Oakland
Breakfast at 10am, Meeting at 10:30

North and South Carolina Teamsters
UPS Contract Meeting
Sunday, April 25 — 2pm
Holiday Inn
I-85 North and Sugarcreek Rd.
Charlotte, N.C.

Portland Maine Area TDU
First Teamsters Annual Dance
April 24 — 9-12pm
South Portland Boys Club

Local 710 UPS Workers from Rock Falls
Rockford, Peru Area.
UPS Contract Meeting
Sunday, May 2 — 1:30pm
American Legion
712 4th Ave, Rock Falls, Ill.
Junction of 88 & 30; N. on 88 past light

Richmond, Virginia Area TDU
Chapter Meeting
Saturday, May 8 — 3pm
Holiday Inn
Bells Rd., Exit 8, off I-95.

St. Louis Area TDU
Sunday, May 2 — 2pm
Ben Franklin Motel 4645 N. Lindbergh
North of I-70 near the airport

Stockton, California Area TDU
Chapter Meeting
Saturday, May 15 — 1pm
St. Mary's, 203 E. Washington

Quad Cities Area TDU
Sunday, May 9 — 10am
Rudy's Cedar Hall
4th and Cedar St.s, Davenport

Getting
a tax refund?

Join the "100-100 Team"

*Put some of it to good use. Providing information about your rights in the union and on the job, fighting for better contracts, printing news of the rank and file in **Convoy-Dispatch**—this all takes a lot of money. Help do your part by making a tax-deductible contribution to the "100-100 Team"!*

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210
 - ☐ I pledge \$100. My check is attached.
 - ☐ I pledge \$100 in four monthly \$25 contributions.
 - ☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

My name can be used on a list of donors: ☐ yes ☐ no
I wish to remain anonymous: ☐ yes ☐ no

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

This Company Needs Concessions? Kroger Plays Supplement Hardball

Does a company that made \$128 million after taxes in 1981 need wage freezes and contract concessions from its workforce? That's how much Kroger made last year—and also made \$20.3 million in the first quarter of 1982, up 24%—but it shows no signs of sharing the jackpot with its drivers or warehouse workers. Instead, Kroger wants takeaways in the new contracts.

The company's demands to its Cincinnati drivers illustrate how hard-nosed it has become in negotiations. Having already won wage freezes from its Detroit and Peoria divisions, Kroger hit its Cincinnati drivers with the following contract demands:

- All store deliveries, for all commodities, to be made on either a mileage basis or by "time grid" for city deliveries;
- Unloading to be on an "incentive" or time limit formula;
- Elimination of time and a half after eight hours—time and a half for hourly work to be paid after 40

hours per week only; elimination of all double time.

Other company demands include elimination of breaks, lunch periods and night premiums for everyone except yardmen; vacation pay calculated on the basis of a 44-hour week only; and stricter requirements for qualifying for holiday pay.

Not all of these demands can be taken seriously, as Kroger is demanding far more than it could wildly expect to win. But they show that the company will be playing hardball with the Cincinnati division, which has traditionally had some of the best conditions in the system because of the unity of the members there. Negotiations on their local supplement will test that unity.

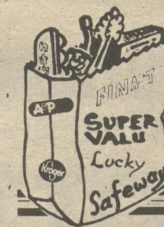
"They want to bring us down to about \$7 an hour," George Hammock, Cincinnati driver steward, told *Convoy Dispatch*. "We would have to work twice as hard just to make what we're

making now."

Tonnage unloading has been turned down repeatedly by overwhelming votes in Cincinnati, and mileage has so far been restricted to grocery deliveries to Dayton stores. But a combination of "incentive" unloading (even worse than tonnage) with extensive mileage or "time grid" driving payments would be a severe setback for Cincinnati drivers.

A standard practice by Kroger in negotiations is to cry "this division is losing money, so unless you buckle under to our demands we'll probably have to shut you down." But if all the divisions are losing money, how did Kroger make \$128 million after taxes last year? And if distribution costs in 1981 were "the lowest in the past 37 years as a percent to sales," as their annual report says, why do drivers have to give up conditions and work rules?

The answer is that Kroger would like to make more money, of course, and it can only be encouraged by the



the grocery bag

International's decision to extend the master contract for three years. The Detroit wage freeze, which now has spread to Peoria, was the result of negotiation by blackmail, Kroger's standard threat to shut down the division. Instead of fighting for job security protection in the master contract, the International's inaction has left local committees in a weaker position, as the spread of the wage freeze cancer indicates.

With Kroger encouraged to press ahead for wage freezes, concessions and rollbacks, local negotiators will need to look for unity among themselves, across divisions, to hold the line in this contract. TDU will be actively supporting all efforts to build that unity. Any steward, committee member, or rank and file Kroger worker who wants to contribute to that process should contact TDU.

Grand Rapids Kroger Ruling: More Protection Needed!

About 100 former Grand Rapids Kroger drivers and warehouse workers found themselves on the short end of the stick when an arbitrator ruled that neither Kroger nor Hamady were responsible for their fate when Kroger sold its warehouse and 21 western Michigan stores to Hamady. In that sale only about half of the former Kroger employees were picked up by Hamady, and seniority order was not followed.

When it became clear seniority was not being followed, the members sued Kroger, Hamady and Local 406. Arbitration was ordered by a U.S. District Court Judge as a result of their suit.

The arbitrator found that after the sale, but before the transfer, Hamady told Local 406 it would not

follow seniority order in hiring the former Kroger workers. The arbitrator also ruled that Kroger was not legally obligated to force its contract on Hamady, and Hamady was not legally obligated to adopt it.

This should concern anyone now working at Kroger. Ask your BA what negotiators like Bobby Holmes are doing to prevent another Grand Rapids situation from happening.

The master contract needed to be changed to provide this protection. But Holmes decided to not even negotiate new master conditions and not allow the members a vote on an extension of the master conditions. The Grand Rapids case underscores the importance of winning the right to vote on a "no change" master contract that clearly needs improvements.

When It Means Money, Company Nixes Free Speech

In a move designed to increase intimidation and win a wage freeze, Borman Foods of Detroit fired Jerry Bliss, grocery steward and TDU member, for comments he made to the *Detroit Free Press* about a wage freeze proposal. Jerry is also the Secretary Treasurer of Local 337.

After one wage freeze proposal was defeated at Borman's, the *Free Press* reported on March 18 that Bliss had said TDU was fighting two issues on the freeze: the lack of equivalent concessions from grocery management and the union's failure to give the members enough time to debate the issues connected with the freeze.

Later that day he was suspended for the offense of "making an untrue statement to the media about the company's request for contract concessions from Teamsters Local 337."

This later became a discharge for "dishonesty."

The intentions behind this outrageous violation of his freedom of speech are obvious. Borman's was able to get the wage freeze shortly after Jerry's firing. The Business Agent and some stewards jumped on management's side on March 18 by signing a statement claiming that Jerry's comments to the *Free Press* were not true.

The truth is Local 337 let Borman get concessions worse than freight with no negotiations and with no guarantees on job security or speed up.

Jerry is taking legal action to get reinstated, and is confident of winning. In the meantime, Jerry's keeping busy: he's distributing TDU literature to 337 members to get even more familiar with the questions and problems of members throughout the local.

So. Cal. Grocery Contract: Fighting to Protect Unionism

"I feel that 1982 is going to be a good year for the food industry. There is a strong basis to finally do away with this cumbersome burden of the unions."

That's the opinion of John Baruch, the representative of the Food Employers Council which represents California grocery chains in contract negotiations. It is no secret that most members of management would love to see unions disappear. But their efforts are being aided by an old-time tool: the "fink" or stoolie who sells out his union brothers and sisters for a pat on the head from the boss.

Today in the food industry, and particularly in Los Angeles Local 630, finks and stool pigeons are being encouraged to attack the core of unionism. At Von's warehouse in El Monte, for example, a Local 630

member has actually suspended, disciplined, and even fired other union members. Emanuel Occampo, head of Local 630, and his BAs have done nothing to press charges against this union breaker. Why? Because Occampo and the union buster are allegedly "old friends."

This is not the only instance in which the food employers found a willing friend in their efforts to divide one union member from another. Emanuel Occampo is also encouraging members of his local to testify against a brother from Local 495 who was framed on a fabricated charge because he helped a union steward in Local 630 write a grievance. The grievance was intended to save the job of a member who was fired by Occampo's friend!

What can be done about this mess?

Members in 495, 595, and 630 are organizing to prepare for the upcoming contracts, and are using *Convoy Dispatch* to help in that effort. Here are some of their reactions:

"This paper is what we need to open people's eyes," says a steward at Vons warehouse, Local 595.

"It's new, it is different, in one way it is hard to take. Maybe we have been asleep, but it is good. You read it and you know it's good. It is what we need before our contract comes up," says a Market Basket grocery warehouse member in Local 630.

The use of *Convoy Dispatch* is going hand-in-hand with a full contract campaign effort. Rank and filers are getting ready by saving for a strike possibility this fall, organizing phone trees, and talking about how to prevent the use of scabs. To strength-

en strike potential, the back must be broken on the snitches' ability to discipline other union members. If the union leadership won't press charges, the rank and file will.

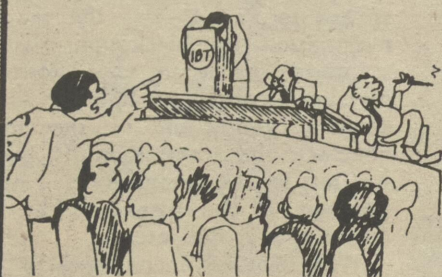
The greatest degree of unity will be needed to ward off the employers' attack in this bargaining round. The food industry is not weak like other employers—grocery profits are growing. This contract round is the time to stand firm, and stand united.

Teamsters interested in becoming part of the grocery contract organizing in the Los Angeles area should drop a card with your name, phone number, Local number and place of work to P.O. Box 1682, Lynwood, Cal. 90262. Your efforts now could make all the difference this fall.

by members of Locals 495, 595 and 630

rank & file

BULLETIN BOARD

Limit BA's
Raise to 5%

Rank and file action in *Local 435, Denver, Colorado* stopped a plan to raise salaries for business agents by 40%, limiting the raises to just 5%.

Some 200 members turned out at the April 6th union meeting, most to oppose the pay increase. A rank and file newsletter, *The Noble Newsletter*, publicized the actual salaries of the BAs before the meeting, building interest for the meeting.

Members came from Safeway, UPS, Associated Grocers and Noble, among others. Workers from Rustco, who recently negotiated a contract with a 6½% increase, spoke adamantly against the 40% raise. The heated debate lasted 2 hours, and ended in an overwhelming vote for the 5% wage increase.

President Ivey's cohorts are circulating a petition to the membership attempting to get enough signatures

Eastern Pa.

Members of the Northeastern Pa. chapter of TDU have been walking the picket line—not because they're on strike, but because they're supporting a strike by nurses at the Pocono Hospital.

The nurses have been on strike now for five weeks, seeking a wage increase, a fair grievance procedure, and a union shop clause, among other demands. Even though Pocono Hospital is a community non-profit institution, it had \$4 million in net income last year.

Members of the TDU chapter believe that it is important for Teamsters to support fellow brothers and sisters in the labor movement when they are involved in struggles such as the nurses' strike.

"Roadway pays its janitors more than the Pocono Hospital pays its nurses," said Gallagher, a member

for a special membership meeting to reconsider the 40% wage increase.

The petition claims that the April 6 meeting was filled with "a band of radical and dissident members". Actually, the 200 members in attend-



Keith Gallagher

of the TDU International Steering Committee. "To me that is a situation in which one union member should stand up and support others. It has been too long that brothers and sisters have not backed each other. We're trying to change that. Plus we hope that by being here we are really helping the nurses."

TDU wishes the Pocono nurses the best of luck in their fight for a decent contract.

ance constituted a much larger turnout than usual and the vote was overwhelming. If an even larger meeting results from the officers' petition, the results should be interesting.

Maine

In Portland, Maine, TDU members in Local 340 have been walking the picket line, too. In this case, it's on behalf of brother Teamsters who have been on strike since early March at the Harcon Iron and Steel Co.

Negotiations for a new contract dragged on for two months after the January 1 expiration date with Local 340 officials doing little to force the company's hand, reports TDU member John Brown. "If you had only waited a little longer," Local Pres. Lou Boutin kept saying to the men.

Conditions at Harcon, which is the only union scrap metal yard in Maine, are bad. The top seniority man, with over 20 years on the job, earns just over \$6.00 an hour. Dangerous machinery, inadequate heating, and exposure to chemicals are all problems faced by the men.

Members of the Portland TDU chapter have joined the workers on the picket lines on several occasions to show support for these 14 union minded Teamsters who are standing firm for their dignity and conditions. It's another example of what TDU solidarity means in action.

Motto of the Month

"TDU is like the Red Cross. Everyone calls us when they're bleeding, but we need more people to give regularly or we can't help you when you really need help."

— Sharon Cotrell, at a Los Angeles TDU Meeting

Labor Candidate Elected

By Emil Abate
Local 853, Oakland

Michael Sweeney, a teacher and one-time Teamster cannery worker, ran first among nine candidates in the April 13 Hayward, Cal. City Council elections. Hayward is a city of 100,000 located just south of Oakland.

Sweeney worked at Hunt's Cannery for 12 years before it shut down. He chaired the Health and Safety Committee there and also became a member of TDU.

One of the issues addressed by Sweeney in the campaign was plant closures, which have hit Hayward particularly hard in recent years. Hunt's Cannery, Mack Trucks, Schacklees, and the nearby Fremont General Motors plant, have all shut

down and thrown thousands of local union workers out of their jobs.

Sweeney, who got approximately 40% of the vote, received widespread support from union members (both rank and file and officials), ranging from the UAW, CWA, SEIU, Teamsters, Machinists, Laborers, and Culinary Workers. Sweeney had also earned broad community support for his role in fighting for rent control in Hayward and involvement in other community issues.

An interesting sidelight was the defeat of anti-labor candidate Wes Coolidge, Vice President of Quality Packaging, whose employees have recently joined Teamster Local 853 and are now on strike. Teamster Joint Council 7 mailed out 7,000 postcards to Teamsters in Hayward urging a defeat of Coolidge.

Bufalino vs. Coy

JC 43 an 'Oligarchy'?

Some of the infighting surrounding Bob Coy, Secretary Treasurer of Michigan Joint Council 43, became public recently when Coy was sued for libel by none other than William Bufalino, a long time Teamster International Organizer, attorney, local president and former associate of Jimmy Hoffa.

The suit charges, in the strongest language possible, such things as:

- * Coy, "motivated by greed and jealousy", carries on "vendettas" against Bufalino's Local 985 and other small locals.
- * Coy runs Joint Council 43 "as an oligarchy, a ruling council operated for the benefit and personal aggrandizement of a certain favored few, at the expense of the helpless subordinate local unions, who operate at the mercy of the ruling greedy chieftains."
- * Coy "is impressed with his loud voice as he sprinkles his eloquence with profanity as he runs off at the mouth."

Bufalino, not overly modest, refers to himself in the complaint as a "dedicated and militant labor representative of millions of working Teamsters for 35 years and has enjoyed a stellar reputation as a champion of the underprivileged, the exploited, and the oppressed."

The dispute came to a head over Coy's insistence that Bufalino's Local 985 move out of the Teamster building, apparently in a dispute over rent payments.

At the scene of the moving, the situation reached high proportions of tragic comedy when Coy called the news media to the "event" and noted that Bufalino had hired a non-union moving company. Bufalino, in turn, proceeded to organize the moving men on the spot and submitted a signed contract with this court complaint!

Bufalino asked for a half million dollars in the suit and a jury trial. If it ever does come to trial, it should provide some good laughs for Michigan Teamster members but little consolation for the serious situation they find themselves in.

Who Holds the Hammer?

Still No Contract for McNicholas Drivers

Surcharge Rolled In

Figuring New Rates

The simplest way to figure out if you are getting your proper share of the freight revenue now that the fuel surcharge is rolled in is to apply the following mathematical formula. In the formula note that: TGR means total gross revenue; AGR means adjusted gross revenue. Here's the formula:

$$\text{TGR} - (\text{mileage} \times 13c) = \text{AGR}$$

Then, you would take this adjusted gross revenue $\times 23\%$ to get a driver's true share, or multiply by 72% to get the owner-operator's true share. To make it a little more confusing, if you are a driver who does not get holidays, vacations, etc., you would have to up the percentage by 3% and multiply by adjusted gross revenue.

As of April 13, the old separate surcharge is ended. The new formula requires that the surcharge be rolled in to the rate structure, and that the rates must be increased at least enough to allow for a payment of $13c$ per mile to the purchaser of the fuel in addition to the old rates.

The figure of $13c$ per mile will be adjusted up or down in $1c$ increments by the ICC as the cost of fuel changes. This fuel allowance of $13c$ per mile must be paid to the purchaser of the fuel by the carrier for all carrier-dispatched miles.

In other words, if you are required to physically report at the dispatch office once you have delivered a load, your carrier must pay you for those empty miles. You are not entitled to compensation for deadhead miles that you run at your own option.

However, at least one ICC agent has told TDU that they will look favorably on driver claims for deadhead compensation if your company keeps offering you loads at a distant point but insists that it is your option to deadhead. Obviously, if your carrier is repeatedly unable to pro-

duce loads in the vicinity of your delivery point, you have the option of either dying in that city of old age or deadheading to loads that your company has somewhere else. Therefore, you have run deadhead miles only because your company gave you no other option and they should pay for those miles.

Carriers from Maine to California are seizing this opportunity to steal money both from owner-operators and company drivers. Many companies are giving drivers totally false interpretations of the new rate structure and insisting that it is the truth. Most of them are liars, but a few of them are justifiably confused.

For example, Howard Martin Company is withholding $8c$ from the revenue split on the new rate of $79c$ per 100 from Detroit to Cleveland. This means that on a $50,000$ pound load they are participating on a revenue growth of $500 \times 71c$ or $\$355$. They should be participating in a revenue of $\$376.80$ (presuming the Household Movers Guide says 140 miles from Detroit to Cleveland). The only money that Howard Martin can withhold from the revenue split is mileage $\times 13c$ or $\$18.20$ based on 140 miles, and that must go completely to the purchaser of the fuel.

Unfortunately, most union officials are too lazy to figure the new ruling out and the ICC has a weakened and budget restricted enforcement arm.

Enforcement of this new ruling is up to rank and file drivers. Force your union to take grievances, flood the ICC with complaints, demand that something be done now to stop this ripoff. Finally, join TDU today and persuade others to do the same. You won't solve your problems by yourself. But collectively, by involving ourselves in mass action, we might get some results. Remember that a fist is stronger than five fingers.

By Rich Shaginaw
McNicholas Driver
Trustee, Local 800, Pittsburgh

Well, here it is almost the end of April and steelhaulers at McNicholas Transportation still don't have a contract.

On March 31, company officials came to the various terminals and explained what was supposedly their new contract to the drivers. In the Pittsburgh terminal, Jim McNicholas himself came to explain the new and latest deal. It was almost unbelievable how he went about doing his job.

He explained everything the company offered, which was way under the NMFA standards and laughed at the drivers while he did it. He knew the IBT wasn't going to strike McNicholas. He went so far as to say: "One time the union held a hammer over my head, now I hold the hammer over the union's head." If the IBT would give McNicholas drivers strike sanction, we would see who really held the hammer.

Ends Revenue sharing

One of the things that didn't go well with most of the Pittsburgh drivers was Item 2 of the contract proposal. It stated: "End of revenue sharing as of March 31, 1982, with no past liability." This made drivers furious.

Revenue sharing was the process by which the company took a 10% rate increase and only paid the drivers half of it. A grievance was filed back in April of 1981 over this deal. It has cost every Pittsburgh driver $\$800$ to $\$1500$ in earnings so far. So if you take the Pittsburgh terminal and all the drivers who work there, you're talking about $\$30-40,000$ the company stole from us.

According to Bob Flynn of the Eastern Conference, a grievance decision was made in favor of the union. In a Titan message sent by Flynn, McNicholas was instructed to end all revenue sharing deals and pay back all monies taken by this illegal method no later than March 31.

So drivers got together with Local 800 President Charles Carelli to demand a strike over failure to pay the grievance. Carelli agreed with the idea

and sent out letters calling for a meeting Sunday, April 18 for Pittsburgh drivers to vote on whether or not to strike over this issue.

Ironically, when McNicholas heard about this he scheduled a meeting a half hour before the strike vote was to take place, even though he had told Carelli before leaving on vacation to Florida to "do what you want, I don't care." It seems for a while that McNicholas must have fallen back under the hammer, so to speak.

But in this great union of ours, even if you win you lose. Now the Eastern Conference has decided to hear the grievance again on April 26. They claim that Flynn's ruling was an opinion and not a ruling at all. It would seem that somebody in the East must be getting paid off.

But the meeting wasn't a total loss, as McNicholas made it real clear that no matter how much relief was given to him, he could not guarantee anybody a job. Meanwhile, owner-operators are being signed on every day, as independent contractors with no union protection. Every time some of them sign on, another company driver gets laid off. Thanks to the IBT, McNicholas has a green light to go ahead and phase out its union company drivers.

We Are Barely Living

I think that the time has come for the IBT to read what is on the back of the union constitution book. It says: "The spirit of the American people, a union of the people, united to serve all who live by their labor." What do they think we are doing out there, just driving around for something to do? Maybe union steelhaulers don't qualify under this statement because by our labor we are barely living.

One thing is real clear: If we agree to anything less than the NMFA, it won't be long before other union steelhaulers are told to give back what they have, which isn't much.

Note: On April 19, McNicholas drivers in Youngstown shut down the main terminal with a wildcat strike. No details available as we went to press.

Carhaul Ballots Being Counted



Carhaulers contract ballots are being counted as this issue of *Convoy Dispatch* goes out. The results should be known April 27.

The proposed contract is a rotten catalogue of takeaways and we haven't heard from even one working carhauler who is voting for it. The *Carhaulers Contract Campaign* of TDU printed 8000 contract bulletins explaining the proposed 1982-85 agreement and it still wasn't enough to send to everyone who called for bundles. Our rank and file network has hung together — and worked overtime for a no vote.

In dozens of locals where the officials had enough courage to call meetings and read the new language, sentiment was overwhelming to send the negotiators back to the bargaining

table.

Detroit Local 299 — the largest in the industry — was unanimously directed by the several hundred members present at the Hall April 4 to oppose the contract and to send official word to all the members — including those on layoff — urging rejection. 299 Pres. Pete Karagozian and Carhaul Head BA Stan Baker followed the mandate from the members. Similar efforts were reported from other locals including San Francisco Bay Area Local 490 by BA Ward Allen.

The big question carhaulers are asking is "can we beat the $\frac{2}{3}$ rule this time?" A majority of us have voted against the last two contracts in 1976 and 1979. But we still had the contract forced on us. We've been working to make 1982 different.

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough 'breathable' nylon mesh, and adjusts to all sizes.

\$6.00 each/\$5.00 each on orders of 5 or more



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Report on Organizing Trip

Rank and File Fighting Back in California

By Ken Paff, TDU Organizer

During mid-March I had the opportunity to see first hand in California some of the latest employer moves against our union. And I had a chance to meet with some fine groups of Teamsters fighting back for unionism.

In nearly two weeks, I took part in more than a dozen meetings, workshops, and strategy sessions in the LA area, Victorville, San Francisco, Oakland, San Jose, Watsonville, Stockton and Redding, California.

Employers Push

A new TDU Chapter met in Victorville in San Bernadino, formed out of Teamsters who want to stop the slide backwards of the union in the trucking industry. I got a chance to visit the dock at Yellow Freight in Barstow, where management has become so anti-employee that they actually raised the legs of the table in the dispatch room to force drivers to stand instead of sitting to do their paperwork!

TDU is recruiting and uniting those

Los Angeles Yellow

Fight on Change of Ops

By Los Angeles
Yellow Freight Employees

On February 10, Yellow Freight System in Southern California tried to force a temporary change of operations through, without proper notification to the local unions or the members.

To management's surprise, 100 Yellow employees showed up to fight for their jobs! Yellow management sat bewildered as their claims were proved false by the well informed Teamsters, who came armed with hundreds of pages of documentation.

Normally in a change of operations, the pre-hearing meeting with the affected locals (which is required by the contract) is a routine affair, but not this time. The members came in force, came prepared, and proved Yellow's claims false.

The meeting adjourned as Yellow management agreed to respect local union jurisdictions, and said that union jobs would be available for all employees. Yellow also said complaints against some West Coast management personnel would be investigated, and agreed they would be willing to discuss proposals for Master Seniority.

Master Seniority

The rank and file network that organized for the meeting continues to meet weekly and have put together a modified form of master seniority, in which laid off employees would be called for extra work at any of the five terminals in the LA area. They hope to have this proposal included in the change of operations as a rider.

The change of ops hearing with the Western Conference is scheduled for May 10, but now there are rumors that the whole deal may be off.

No matter what, the stewards and other rank and file Teamsters involved feel that membership unity and input into a change of operations is an important precedent and plan to keep working together.



TDU Organizer Ken Paff

Teamsters who want to stop this kind of madness, this attack on unionism. And most especially the destruction of our contracts.

In LA I met with stewards from

Meanwhile, management at the LA (Pico Rivera) terminal is getting more petty than ever. Harassment, asking permission to go to the restroom, being denied the right to get or receive phone calls from the union, TV cameras and listening devices, insults and more. Two new supervisors quit, having too many morals to enforce this crap.

Yellow is the Name

Disciplinary action at the Pico terminal also is apparently being used for punishment, including against the dock steward and office steward. The office steward received six letters, a suspension, and was fired, within two weeks time, despite a good record prior to all this. She also happened to be one of the spokespersons at the change of operations meeting.

Workers are confident they will beat the company on these tricks.

Yellow management in LA is acting like the name of the company. But the workers aren't. They intend to keep up what they've started.

several companies uniting to defend their contracts as well. In one case TDU is now setting up an educational program for them.

Canning and Frozen Food Employers

Every Teamster employer in the country seems to have taken a close look at the National Master Freight Agreement. And they like what they see. The largest Teamster employers in California are in the food processing industry—Del Monte, Heinz, Carnation, Sun Diamond, Green Giant, and so on. *Their industry is booming, and yet they are demanding concessions.*

Anyone who thinks concessions are only demanded from Teamsters who make \$12 an hour better think again. Green Giant, which pays its production workers under \$7 an hour, and requires 15 years work to become a "Regular" employee, and which made \$120 million net profits after taxes last year, is demanding concessions right now in the frozen food contract that expires July 1.

Watsonville TDU Packs Union Hall

In March we held several pre-contract meetings with Teamsters covered by these contracts. At one meeting we had a packed hall of 100

frozen food Teamsters.

These Teamsters are fed up with do-nothing unionism. Three days after our meeting, some 400 of them packed the hall of Local 912 in Watsonville and voted 250-150 to demand an *elected negotiating committee* to represent them in their upcoming contract. But it was short of 2/3, so the officials were not forced to grant it. And they only grant what they are forced to do, not what is best for the members.

In Stockton and San Jose I met with Teamsters similarly working to get some contract gains, to protect jobs and improve their standard of living.

Why TDU Grows

And that is the reason TDU is growing. Because there are Teamsters out there who believe in unionism and who are uniting to do something positive about it. They are not against the Teamster officials. It's just that they demand real leadership.

These are Teamsters who say to their leaders that it's time to either *lead, follow, or get the hell out of the way*. If they can't take the heat, make way for other leaders to give it a try. And it's time for members who feel the way they do to join us. In California—and in the rest of North America.

Driver Wins Job and Backpay

After two and a half long years, Pontiac, Michigan Local 614 member and Fleet Carrier driver Marshall McIntosh is about to receive \$60,000 in back pay and interest due him as a result of an NLRB decision. He was put back to work in August, 1981.

"It was a difficult time. It affects you. Some people become alcoholics. In my situation I gained forty pounds," McIntosh said.

Fleet fired McIntosh for 'dishonestly receiving double payment for a trip'. But he was able to prove at the Labor Board that it was an honest mistake, and that other workers received a slap on the wrist for the same error.

The company "decided to terminate McIntosh and to reject his explanations not because they lacked merit but because it saw the double payment as an opportunity to rid (Fleet Carrier) of a man who Kubiak saw as a corrupter



Marshall McIntosh

of the other drivers through his campaigning for TDU and who McIntosh saw as a 'pain in the butt' because of his persistent grievances," wrote the NLRB judge in the case.

McIntosh told *Convoy-Dispatch* that TDU attorney Ellis Boal did a "terrific job". He plans to donate a portion of his back pay to TDU "because TDU needs it and to help others who find themselves in the same place."

TDU Lottery: Everyone Wins! No Losers!

Enter for \$20 or \$25. You're guaranteed to win. Prize: \$600,000 or more by contributing to job protection and security for the rest of your working life, and protecting your pension in your later years. At the very least, you'll win the pride that comes with doing something positive to improve our union.

JOIN TDU!

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

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City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)